

In light of the current public health crisis and the Federal, State and County Emergency Declarations, and in accord with the provisions of Sec. 610.020, RSMo., the Board of Aldermen recognizes that it would be dangerous and impractical, if not impossible, for its meeting to be physically accessible to the public. The Board also recognizes the need for the public's business to be attended to in order to protect the public health, safety and welfare. In order to balance both the need for continuity of government and protection of the health and safety of our residents, business persons and employees, this meeting of the Community Equity Commission will not be open to public attendance in person. The meeting will be accessible by the public in real time ONLY by following the instructions in the box below.

You are invited to a Zoom webinar.

When: May 13, 2021 05:30 PM Central Time (US and Canada)

Topic: Community Equity Commission

Please click the link below to join the webinar:

<https://us02web.zoom.us/j/84731880400>

Or One tap mobile :

US: +19292056099,,84731880400# or +13017158592,,84731880400#

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 929 205 6099 or +1 301 715 8592 or +1 312 626 6799 or +1 669 900 6833 or +1 253 215 8782 or +1 346 248 7799

Webinar ID: 847 3188 0400

International numbers available: <https://us02web.zoom.us/j/84731880400>

**Persons interested in making their views known on any matter on the agenda should send an email with their comments to the Assistant to the City Manager at [amuskopf@claytonmo.gov](mailto:amuskopf@claytonmo.gov). All comments received will be distributed to the entire Commission before the meeting.**

Thank you for your understanding and patience as we all try to get through these difficult and dangerous times.

**Community Equity Commission**  
**May 13, 2021 at 5:30 PM**

Agenda

1. Welcome and Roll Call
2. Approval of April 8, 2021 Minutes
3. St. Louis Art Fair Presentation
4. Equity Audit
5. Purchasing
6. Old Business
  - a. Public Comments from April 8, 2021 Meeting
  - b. Mayor's Commemorative Landscape Task Force Update
  - c. Subcommittee Reports
7. Public Comment
8. Comments from Members
9. Next Meeting: Thursday, June 10 at 5:30 pm
10. Adjourn

The City of Clayton  
**Community Equity Commission**  
**Virtual Zoom Meeting**  
**April 8, 2021 at 5:30 PM**

Minutes

The meeting was called to order at 5:32 pm.

**Roll Call**

Present: Laura Horwitz (Chair), Chris Schmiz, Yvonne Tisdell, Ben Uchitelle, Frances Pires, Stuart Berkowitz, Ted Wheeler, Dr. Sean Doherty (ex officio), Ellen Gale (ex officio), JoAnna Schooler (ex officio), Laurie Anzilotti (ex officio), and Kenneth Murdoch (ex officio).

Additional: Alderwoman Joanne Boulton, Alderwoman Susan Buse, City Manager David Gipson, and Assistant to the City Manager Andrea Muskopf

**Minutes**

Ben Uchitelle moved to approve the March 11, 2021 minutes. Frances Pires seconded the motion. All were in favor.

**Reflection: Atlanta Incident and Supporting Asian Community**

Rev. Laurie Anzilotti and Yvonne Tisdell led the Commission in moment of reflection, prayer, and remembrance for Asian American victims of violence.

**2020 Special Thanks**

Yvonne Tisdell led the Commission in a reflection on the Commission's accomplishments over the past year. Chair Horwitz recognized that this was Alderwoman Boulton's last meeting as aldermanic liaison.

**Beginning Thoughts and Considerations for Affordable Housing/Diverse Community**

Dr. Sean Doherty and Yvonne Tisdell presented their beginning thoughts and considerations for Affordable Housing/Diverse Community and the Commission

**Communications Ideation**

This discussion has been delayed.

**Old Business**

**Public Comments from March 11, 2021**

City Manager Gipson reviewed the public comments from the March 11 meeting.

**Updates on Board of Aldermen Discussions**

Yvonne Tisdell, Chris Schmiz, and Ben Uchitelle shared updates from the discussion session with the Mayor and Board of Aldermen at the March 23 Board of Aldermen meeting.

**Mayor's Commemorative Landscape Task Force (Task Force)**

Mayor Michelle Harris, Geoff Ward, Chris Schmiz, and Assistant to the City Manager Muskopf presented the evaluation criteria created by the Task Force and invited feedback from the Commission.

**Public Comment**

Rick Bliss inquired about the meeting minutes on the City's website.

Alderman Dan Sokol commended the Commission for all of their hard work and dedication.

Jonathan Schehen shared that he appreciated the discussion the Commission had during the meeting and all of the work the Commission continues to do.

Kathleen Gund submitted her comment in writing ahead of the meeting. City Manager Gipson read the comment aloud.

**Next Meeting Date**

The next meeting is scheduled for May 13 at 5:30 pm.

**Adjourn**

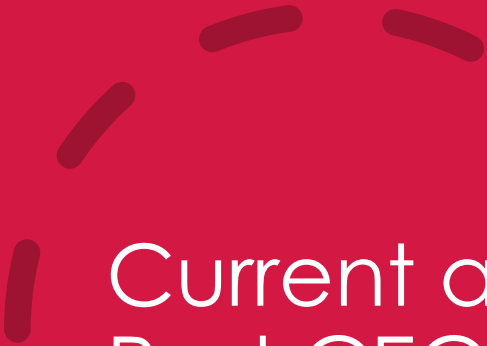
Having no other business, the meeting adjourned at 7:30 pm.

DRAFT

“Never underestimate the power of a **small group** of committed people to change the world. In fact, it is the only thing that ever has.” ~ Margaret Mead.

Thanks to all of the Community Equity Commission (CEC) for a successful 2020 year-first year!





# Current and Past CEC members, Ex- officio members and BOA Liaisons

## Current Members:

Laura  
Horwitz-  
Chair

Frances Pires

Christine  
Schmiz

Stuart  
Berkowitz

Ben  
Uchitelle

Yvonne  
Tisdell

Ted Wheeler

## Ex-officio Members:

Dr Sean  
Doherty

Joanna  
Schooler

Reverend  
Laurie  
Anzilotti

Kenneth  
Murdock

Ellen Gale

## BOA Liaisons:

Susan Buse

Joanne  
Boulton

## Past Members:

Nikki Bisel

Adam  
Sheble



# Special Thanks

CEC give special Thanks to:

Mayor and Board of Aldermen

Chief Smith-Chief of Police

David Gipson-City Manager

Andrea Muskopf-Asst. City Manager

All the dedicated citizens who attend the CEC meetings and the Clayton citizens

# Mayor's Commemorative Landscape Task Force

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# Guiding Principles

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1. Commemorative objects should align with our community's highest aspirations, including as these relate to truthfulness, equity, and inclusion.
2. When considering existing or proposed commemorative objects, the City of Clayton should seek to honestly and productively engage history, and never to erase it.
3. When considering inherited and new commemorative objects, both past and present contributions and impacts of the representation must be given careful consideration.

# Evaluation Criteria

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1. Is the *principal legacy* of the namesake and/or is the subject depicted fundamentally at odds with current community values? If yes, please explain.
2. What was the context at the time and is that something we want to continue to honor and embrace?
3. Does the place name or commemorative object celebrate a part of history that believe is fundamental to who we are and what we value?
4. Does the place name or commemorative object make a nuanced, complex history accessible to the public, or provide an opportunity to educate the public?
5. Does the place name or commemorative object restore histories that have been erased or not adequately represented, or provide an opportunity to educate the public?

# Approval Process

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# Items Under Consideration (Short List)

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- ☐ Portrait of Ralph Clayton
- ☐ Jackson Avenue
- ☐ Areas of Clayton were historically black after the Civil War
- ☐ Philippine Exhibit at World's Fair
- ☐ Pay tribute to the Osage Nation

# Comments/Questions

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## Andrea Muskopf

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**From:** Kathleen Gund <kathleenmgund@gmail.com>  
**Sent:** Tuesday, April 6, 2021 9:15 AM  
**To:** Andrea Muskopf  
**Subject:** Comment for 4.8.21 CEC meeting

[CAUTION – EXTERNAL EMAIL]

Dear Andrea,

Can you please distribute the following to the CEC members?

Thank you, Kathleen

To Members of the Community Equity Commission,

I have closely followed the public discussions, actions, and communications of the CEC since its first meeting in March of 2020--lots for the Commission members to be proud of, particularly in the areas of education and awareness.

But I'd like to bring attention back to a question that was brought up at the first CEC meeting on March 9, 2020. *What are the **structural** issues that prevent us from being diverse?*

As the CEC evaluates its priorities for 2021, I would like to ask the Commission to consider a full review of our City's structure (laws, policies, established practices, cultural norms, etc.) using the lens of equity. A review would cohere with the section of Ordinance 6621 stating that one of the CEC's objectives is to "evaluate and develop actionable equity recommendations to be used to examine and strengthen policies, practices, services and programs". The goal of this review would be to guide the Mayor and the Board of Aldermen to make those changes necessary to better foster a diverse and inclusive community.

Thank you,

Kathleen Gund



# Neighborhood Watch Signage in Clayton

There are Neighborhood Watch signs throughout the Clayton community



# Current Situation

- Although there are neighborhood watch signs throughout the Clayton community on city property, it is unclear when/how/why these signs came to be put in place.
- Although the signs continued to be maintained by the City, neither staff or CPD are aware of any organized watch groups in Clayton.
- As we continue our effort to make Clayton more welcoming for everyone and reduce unwarranted suspicious calls\*, the use of these signs should be re-evaluated.

*\*From 2014 to 2019 the rate of suspicious calls to the Clayton Police doubled while the number of these calls that actually reflected suspicious activity dropped dramatically, with only 17% proving valid.*

# History of Neighborhood Watch Groups

Neighborhood Watch groups began sprouting up in the 1960s

In 1972, The National Sheriffs' Association (NSA) created the National Neighborhood Watch Program to assist citizens and law enforcement in setting up these groups. They created the signs in use in Clayton today.

<https://www.nnw.org/our-history>



# History of Neighborhood Watch Groups

- In 2008 the U.S. Justice Department conducted a systematic review of literature on Neighborhood Watch programs and found “Overall, the results of the review are mixed. Some evaluations showed that Neighborhood Watch was associated with a reduction in crime, others showed that it was associated with an increase in crime, while others provided uncertain results.”
  - <https://journalistsresource.org/wp-content/uploads/2012/03/e040825133-res-review3.pdf>
- The most recent national study, funded by the DOJ in 2009, “demonstrated the potential for publicly-posted Neighborhood Watch signs to produce unintended consequences such as increased fear of crime and decreased perceptions of neighborhood safety.” While this is less true for high SES (socioeconomic status) neighborhoods, it nonetheless can have a chilling effect on perceptions of Clayton as a welcoming community.
  - <https://www.ojp.gov/pdffiles1/nij/grants/226821.pdf>

(For more current information on the the social impact of active watch groups see article published in *UNIV. OF PENNSYLVANIA JOURNAL OF LAW AND SOCIAL CHANGE* in 2016:  
<https://scholarship.law.upenn.edu/cgi/viewcontent.cgi?article=1194&context=jlasc> )

# Recommendation

- CEC recommends that the City of Clayton remove neighborhood watch signs from all city property for the following reasons:
  - These signs do not represent any organized neighborhood groups in Clayton.
  - There is no evidence Neighborhood Watch signs per se improve public safety; resources to maintain these signs would be better utilized elsewhere.
  - The presence of these signs could have a chilling effect on perceptions of Clayton as a welcoming and safe community for all.
  - These signs could actually heighten suspicion among residents, encouraging more unwarranted calls to police.

## Law Enforcement Subcommittee's Report and Recommendations

### Concerning Clayton's Municipal Court

The subcommittee, consisting of Commissioners Berkowitz, Pires, and Uchitelle, is submitting for approval by the CEC the following report and recommendations respecting Clayton's municipal court.

Throughout our inquiries we found the Court Administrator, Municipal Judge, and other staff met or exceeded the standards and policies required since the Ferguson protests. We agreed, however, that there are several issues should be addressed by the BOA.

#### 1. Selection of the Municipal Judge

The Ferguson reforms require that municipal courts be independent of the municipality in which the court sits. The Clayton Charter vests appointment in the BOA. However, to our knowledge, there is no policy or procedure for selection, no statement of desired qualifications, and no posting of the vacancy. We recommend the following:

Recommendation:

To insure that the selection process of selecting the judge is open and consistent with the current standards of administration of justice in Clayton's municipal court we recommend that the selection process include the following elements-

- a. A statement of desired equity qualifications consistent with current best practices; and
- b. A written policy and procedure; and
- c. Posting the opening and particularly targeting the legal community.

#### 2. Harmonizing Clayton's Ordinances

The following recommendations are made with two objectives in mind. The first is to harmonize the ordinances with the Ferguson reforms. The second is to harmonize the ordinances with the reality that the current Clayton court, to its credit, does not incarcerate defendants for violating city ordinance. This policy is consistent with the lack of any jail in Clayton and any funds for appointment counsel for indigent defendants.

Recommendations:

- a. We recommend a new ordinance which provides that any ordinance to the contrary, including the penalties provided for any infraction (Sec. 215.005), offense (Sec. 215.005), and violation (Sec. 100.110) be applied consistent with the Minimum Operating Standards for Municipal Divisions (MOS).
- b. We also recommend a new ordinance that addresses the decriminalization of Clayton's court by deleting any option of incarceration in the definition of infraction, offense and violation.
- c. The MOS standards prohibit bench warrants and additional fines for failure to appear for minor traffic violations with the general view that bench warrants should only be used in extreme circumstances. Because Sec. 130.190, among other problems, conflicts with MOS we recommend this ordinance be repealed.

### 3. Restorative Justice

Clayton is justly proud that does not use its court fines to supplement general revenue. Abusive use of court fines was probably the issue that received the most attention following Ferguson. It is our view, however, that the MOS standards are a minimum and there is an additional step the BOA can take that advances the principals of equity in our court.

We start from the data showing that approximately 90% of defendants are non- residents many whom are charged with vehicle license compliance issues. We also were informed that it is common that there is an ability to pay issue. Setting set aside the issue of why we are fining nonresidents on top of state fines for the same violation, we think it makes more sense to help certain people become compliant.

#### Recommendation:

We recommend a program in which the fine money be segregated in a separate fund for the purpose of financially helping indigent defendants who are unable for financial reasons become compliant with state vehicle license requirements.